

## Message Text

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ACTION EUR-12

INFO OCT-01 ISO-00 CIAE-00 PM-04 INR-07 L-03 ACDA-07  
NSAE-00 PA-01 SS-15 PRS-01 SP-02 USIA-06 TRSE-00  
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TO SECSTATE WASHDC 4570  
INFO AMEMBASSY PARIS

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PARIS FOR USOECD

E. O. 11652: N/A  
TAGS: APER, AORG, NATO  
SUBJECT: NATO INTERNATIONAL STAFF PROBLEMS AND CCG

REF: USNATO 1866

1. DEPUTY PERMANENT REPRESENTATIVES FROM BELGIUM, CANADA, FRANCE, GERMANY, THE NETHERLANDS AND THE UNITED KINGDOM MET INFORMALLY UNDER CHAIRMANSHIP OF USDCM RECENTLY, PRIOR TO THE INTERNATIONAL STAFF (IS) WORK STOPPAGES JUNE 24, TO EXCHANGE VIEWS ON COMPENSATION ISSUES. A SUMMARY OF COMMENTS FOLLOWS:

2. CHAIRMANSHIP OF THE COORDINATED COMMITTEE OF GOVERNMENT BUDGET EXPERTS (CCG): ALL EXCEPT THE FRENCH STRESSED THAT THE CHAIRMAN SHOULD BE INDEPENDENT AND PAID BY HIS OWN GOVERNMENT (RATHER THAN BY THE INTERORGANIZATIONS SECTION) AND THAT HE WAS NOT NEEDED FULL-TIME. THE FRENCH RECOMMENDED THAT HE BE A FULL-TIME CHAIRMAN, NOT FROM A DELEGATION, AND THAT HE BE PAID BY THE  
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INTERORGANIZATIONS SECTION OF THE OECD.

3. STAFF RELATIONS: ALL RECOMMENDED A LIAISON COMMITTEE, POSSIBLY OF PERMREPS, SHOULD BE ESTABLISHED TO HELP WORK TOWARD REFORM IN THE AREA OF STAFF RELATIONS. THE NETHERLANDS DELEGATE SAID HIS GOVERNMENT WOULD BE SUBMITTING A MEMORANDUM SHORTLY COVERING THE FOLLOWING:

- (A) PROPOSED CHANGES IN THE WORKING OF THE CCG;
- (B) SECGEN'S PROPOSAL FOR AN AD HOC LIAISON COMMITTEE BETWEEN THE ORGANIZATIONS;
- (C) AN INDEPENDENT ADVISOR (OMBUDSMAN);
- (D) ESTABLISHMENT OF A NATO LIAISON GROUP FOR PERSONNEL RELATIONS TO DISCUSS PROBLEMS OTHER THAN FINANCIAL.

4. WORK STOPPAGES: BELGIUM AND CANADA BELIEVED IT ESSENTIAL FOR NATO TO IDENTIFY ESSENTIAL POSITIONS WHOSE INCUMBENTS WOULD NOT BE ALLOWED TO STRIKE.

GERMANY HAD DOUBTS FROM THE LEGAL STANDPOINT ABOUT DOCKING AN EMPLOYEE'S PAY. NETHERLANDS AGREED IN GENERAL TO US POSITION ON THIS SUBJECT, BUT FELT US HAD GONE TOO FAR. UK BELIEVES A DIFFERENCE EXISTED BETWEEN A WORK STOPPAGE AND A STRIKE. IF AN EMPLOYEE HAD TO REGISTER, IT WOULD PUSH HIM TO STRIKE RATHER THAN JOIN IN A WORK STOPPAGE. FRANCE FELT THERE SHOULD BE A RULING ON WORK STOPPAGES, BUT MADE NO RECOMMENDATION.

5. SECONDMENT: ALL BELIEVE IT DESIRABLE, BUT GERMANY AND THE NETHERLANDS DOUBTED THEY WOULD HAVE SUFFICIENT PERSONNEL TO SECOND. FRANCE IS NOT OPPOSED TO GRADUAL EMPHASIS IN SECONDMENT BUT FAVORS MORE FREQUENT ROTATION OF PERSONNEL, WITH A CLOSER REVIEW OF PERSONNEL FILES PRIOR LIMITED OFFICIAL USE

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TO CONTRACT RENEWAL.

6. COORDINATED GROUP OF GOVERNMENT BUDGET EXPERTS (CCG): BELGIUM BELIEVES THE CCG SHOULD BE AN INDEPENDENT BODY AND THAT REPRESENTATIVES OF THE STAFF ASSOCIATIONS SHOULD ATTEND THE MEETINGS, BUT NOT HAVE VOTING RIGHTS. THE OTHER REPRESENTATIVES DID NOT COMMENT.

7. THE CANADIAN REPRESENTATIVE EMPHASIZED HE HAD RECEIVED NO INSTRUCTIONS AND WAS REFLECTING HIS DELEGATION'S OPINIONS.

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## Message Attributes

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